461 As a whole, work is held in great esteem in Finland. A farmer is judged according to the state of his fields and his barns rather than on the basis of an impressive looking house or fancy agricultural machinery. The Finns have a reputation for being good workers, although after the recent war the situation has left [851] plenty of room for improvement. On the farms the children become accustomed to hard work from an early age, as hired help is hard to get 462 and too expensive for small land-owners. The heaviest burden, however, falls on the housewife. The position of women in Finland is traditionally free, although the wife's share of work often is quite unproportional, and the husband and wife together make their decision on important matters. The fields and the horses are the farmer's responsibility, while the wife

462 takes care of the cattle, the garden, the household and the children, and is expected always to be ready to help in the fields. The woman has long been considered an equal of a man, but at the same time she is supposed to accomplish as much as a man or even more. In wartime women have been ac customed to take over and have proved themselves reliable and competent. They have been used to ploughing and turning the spade, and during the last war they worked successfully as mail carriers, streetcar drivers, railroad conductors and contruction workers, not to speak of the large corps of women who volunteered for military service and who often were sent near the front. Their work, however, was limited to cooking, nursing, office work, and spotting enemy aircraft, for there is a

462 strong feeling against women taking up arms. The loss of manpower caused by the war made women indispensable in various professions. In the stores one seldom sees male clerks; there are today more female than male physicians, especially among the dentists. Except for becoming an ordained minister in the Church or an army officer, all occupations are theoretically open to women, but in practice key positions usually are filled by men, and in spite of social progress the principle of equal pay for equal work has not been realized in many fields of endeavor.

671 Freedom, democracy and esteem for law and justice have always been the chief ideals in Finnish society. This is demonstrated in the constitutional and judicial systems, inherited

464 excellent salaries, especially the carpenters and metal workers.

462 The number of women employed in industry has been steadily increasing. In 1910 it was 36.5 per cent, in 1940 43.1 per cent of all persons engaged in industry. During the war years the percentage of women workers rose over 50 per cent, to return afterwards to the pre-war level. In 1946 there were 87,682 woemn employed in industry, 37.0 per cent of the total number of 236,723.

466 464 It is prohibited to employ child labor (children under 15) in industry, and the adolescent workers (under 18) are specially protected. It is prohibited also to employ adolescents for dangerous machine work, handling heavy loads, or working in mines and quarries. They are not kept at work after 7:00 P.M., and their day may not begin before 7:00 A.M.